

## NOTICE OF PUBLIC HEARING

As per IC 5-3-1 and IC 20-26-5-4.3 the Board of School Trustees of the Vincennes Community School Corporation will convene a Public Meeting on September 21, 2015 at 7:00 p.m. at the Schools Administration Building, 1712 S. Quail Run Road, Vincennes, IN 47591, for the purpose of discussing and hearing objections to and support for this proposed contract for Superintendent of Schools.

The details of the proposed contract include:

1. Length: Initial Contract of five (5) years July 1, 2015 to June 30, 2020, with a minimum number of working days per year of 260 days; Unless the Board votes not to have the contract extended by June 30 of each year it shall automatically “roll over” one year as necessary to ensure a minimum of a five (5) year agreement.
2. Base salary for each year of the contract consists of a salary of \$116,000.  
Pay for Performance Increases: Beginning with the 2015-2016 school year, the superintendent will earn a base pay increase each year of 2.0% if the rating is “Effective” or 3.0% if the rating is “Highly Effective”. Increases will continue until the next Public Hearing is held. The Superintendent shall be eligible for any benefit paid to other certified staff or administrative staff.
3. Additional forms of compensation for each year of the contract consisting of:
  - a. 50% corporation match to VALIC annuity; 75% corporation match to VALIC annuity after year three (3) of initial contract; 100% corporation match after year five (5) of initial contract. The corporation match is based upon the personal contribution that the superintendent chooses to make to their VALIC annuity. Presently \$185.79 is being made on a per pay basis by the superintendent or a \$4,459.96 annual contribution;
  - b. \$171.36 annual contribution to the Indiana State Teachers’ Retirement Fund or \$7.14 per pay;
  - c. \$126 annual contribution for term life insurance premium or \$5.25 per pay;
  - d. \$171.36 contribution for long term disability insurance premium or \$7.14 per pay;
  - e. Dues paid to the IAPSS, IASBO, and other professional organizations;
  - f. Health Insurance offered to the superintendent for which the corporation will contribute \$275.99 per pay or \$6,623.76 annually (this is a high deductible health plan at .01 per pay with a maximum IRS contribution to health savings account (currently this is \$3,350 on a single health plan);
  - g. The Board contribution may be adjusted if the carrier increases the premium/cost for the same level of coverage. This also includes flexibility with plan selection and IRS maximum contribution;
  - h. Personal goals submitted to Board with each accomplished goal paying at \$500 per goal. Minimum of three (3) goals to be submitted with a maximum of five (5);
  - i. Dental at \$12.76 per pay from corporation or \$306.24 annually;
  - j. Vision at \$5.26 corporation paid or \$126.24 annually;
  - k. Limited Purpose FSA (Flex Spending Account) with the IRS maximum contribution (presently this is \$2,250). Superintendent may choose not to take plan as this is a use it or lose it plan.
4. Granted the following paid leave days as needed for each year of the contract:
  - a. Paid holidays granted to all 12 month employees of the Corporation

- b. Twenty (20) paid vacation days each year with up to five (5) being paid for if not used. Four (4) personal days, ten (10) Professional Days to pursue further education (Doctorate Degree) should the superintendent choose to pursue this; twelve (12) sick days (cannot accrue past 130); five (5) bereavement days.
- 5. The Corporation shall provide a vehicle for the Superintendent to drive for business and limited personal use. Federal mileage rate will apply for personal vehicle use.
- 6. The Agreement can be canceled by the Board for the same list of reasons applicable to cancelation of the contract of an “established teacher” found at Ind. Code 20-28-7.5-1(e). The Superintendent can cancel the agreement by giving 90 days written notice of resignation/retirement.

Board of School Trustees  
Vincennes Community School Corporation